



Title: I, Payroll/Personnel Manual

Chapter:

Bulletin: Title I, 09-2, Annual Pay Raise

Date: January 23, 2009

To: Holders Of The Payroll/Personnel Manual

This bulletin informs users of the National Finance Center (NFC) Payroll/Personnel System (PPS) of the 2009 Federal pay increase and related processing instructions. This bulletin contains the following sections:

1. [Federal Pay Increase](#)
2. [Special Rate Supplement](#)
3. [Law Enforcement Officers Covered By The GL Pay Plan](#)
4. [Locality Pay](#)
5. [Life Insurance Coverage](#)
6. [Personnel Action Processing Information](#)
7. [NFC Printing Of SF-50B, Notification Of Personnel Action](#)
8. [Additional Information](#)
9. [Inquiries](#)

1. Federal Pay Increase

Executive Order Number 13483, dated December 18, 2008, authorizes a 2.9 percent across-the-board increase in the rates of basic pay, effective January 4, 2009, for employees paid under the General Schedule (GS) and Foreign Service Schedule statutory pay systems.

By law (5 U.S.C. 5318), the rates for levels I through V of the Executive Schedule (EX-I through EX-V) will increase by 2.8 percent (rounded to the nearest \$100).

Under Executive Order Number 13483, the President has also authorized an increase in the rates of basic pay for administrative law judges (ALJs) of 2.9 percent (rounded to the nearest \$100). The rate of basic pay for AL-1 will be \$153,200. The rate of basic pay for AL-2 will be \$149,600. The rates of basic pay for AL-3/A through AL-3/F will range from \$102,400 to \$141,600. The rates for administrative appeals (AA) judges are directly linked to those of ALJ (see 5 U.S.C. 5372). Therefore, the rates of basic pay for the AA-1 through AA-6 will also range from \$102,400 to \$141,600.

Pay rates for certain other employees are linked to the Executive Schedule. The rates of basic pay for Board of Contract Appeals (BCA) members are calculated as a percentage of the rate for level IV of the Executive Schedule. Therefore, BCA rates of basic pay will increase by approximately 2.8 percent. The rate of basic pay will be as follows: Chairman \$153,200; Vice-Chairman \$148,604; and other members \$144,008. In addition, the pay for Inspectors General at Establishments (those covered by and the new IG pay plan) is also calculated as a percentage of the Executive Schedule Level III and thus will increase by approximately 2.8 percent. The IG pay plan rate will be \$167,787.

The increase in Federal pay and any applicable locality-based comparability payments or special rate supplements for all eligible biweekly employees will be reflected in salary payments and earnings and leave statements for Pay Period 01 (January 4, 2009, through January 17, 2009). The official payday for Pay Period 01 is January 29, 2009.

The following outlines the processing of the Federal pay increase:

Federal Pay Increases Processed Automatically In Pay Period 01, 2009

NFC will automatically process Federal pay increases for the following types of employees:

- Employees in Pay Plans AL, CO, CP, DN, EX, FC, FO, FP, FS, GG, GH, GL, GM, GS, GT, IJ, IR, IS, LE, LP, NF, NX, NY, PD, PG, PU, SP, SV, TR, and TS.
- Employees who are paid at administratively determined rates (i.e., employees in Pay Plan AD) at agencies that have notified the United States Department of Agriculture to automatically process the pay increase.
- Reemployed annuitants. The system will automatically generate pay adjustments for all reemployed annuitants. For any reemployed annuitant whose salary is offset by an annuity from the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS) (Annuitant Indicator Codes of A, C, E, 1, 4, and 5), personnel offices must also prepare a 917 NOA personnel action when the Office of Personnel Management (OPM) authorizes a cost-of-living adjustment for CSRS and FERS retirement annuities. (OPM did authorize one for qualified annuitants in 2008.) The increased amount of the employee's annuity must be recorded in the Annuitant Share Amount field.
- Employees who are being paid under Pay Rate Determinant (PRD) code E, F, J, K, 5, or 6.

Federal Pay Increases Not Processed Automatically In Pay Period 01, 2009

NFC will **not** automatically process Federal pay increases for the following types of employees:

- Employees in Pay Plans ES and FE. A bulletin will be issued for information on processing SES/SFS pay adjustments.
- Experts and consultants (i.e., employees in Pay Plans CG, EC, ED, EE, EF, EG, EH, EI, and IC).
- Employees paid at statutory rates (i.e., employees in Pay Plan SR).
- Employees in Pay Plans AD, AE, DB, FN, HA, IC, IE, IG, IL, NB, OC, OF, PJ, PL, PQ, PZ, RA, RE, RG, RS, RW, SB, SL, SQ, SR, SS, ST, TF, TM, TS, UT, VG, VH, YV, YW, ZA, ZP, ZS, ZT, and ZZ with the exception of employees in those agencies that have notified NFC to automatically process the pay increase. (The pay adjustments for Pay Plans IL, SL, and ST are made at the discretion of the department/agency).
- Employees who are being paid under PRD Code D, R, U, V, 2, 3, and 4.
- Employees in Pay Plans GG, GS, GM, and GH who are being paid under cooperative agreements and for whom the Federal Government does not pay all the salary (the cooperator pays a portion, or all, of the salary).

Note: Employees who are Americorps members (Special Employment Programs Code V8) are not eligible to receive the 2.9 percent Federal pay increase.

Listings of employees in the “not processed automatically” categories are available upon request. If you would like a copy of the listing for your employees, please contact your agency’s NFC Client Management Representative or your Agriculture Payroll/Personnel User Group (AGPUG) or your Committee for Agriculture Payroll/Personnel Systems (CAPPS) representative.

2. Special Rate Supplement

For employees who currently receive a Special Salary Rate (SSR) supplement because their highest payable rate is currently from an SSR table, it is important to remember that in the event that the locality rate in the employee’s area exceeds his/her SSR supplement entitlement, the employee will cease to be covered by the SSR table and will instead be entitled to the higher locality rate. NFC will do this for entities for whom we are generating the pay raise. Agencies will be responsible for handling this themselves for any pay raise actions that the agency processes.

Note: For those SSR tables applicable to more than one geographic area, it is possible for a grade and step to remain active on the SSR even though that rate is superseded by locality

in some of the coverage area(s). In these instances, employees in the higher locality areas would cease to be covered by the SSR.

Effective with the January 2009, pay adjustments, 67 SSR tables will be terminated entirely because all of the grades and steps on these tables have been superseded by the applicable locality area(s) for the specific table.

These SSR Tables are included in Attachment 1, Terminated Special Rate Schedules.

Also effective on January 4, 2009, OPM is dividing all Worldwide and Nationwide SSR Schedules into multiple SSR schedules with more specific geographic coverage. Each Worldwide and Nationwide SSR has been split into (1) a schedule covering the 48 contiguous states and the District of Columbia, (2) schedules covering certain non-foreign areas (Alaska, American Samoa, Guam, Hawaii, Northern Mariana Islands, Puerto Rico, and U.S. Virgin Islands), and (3) a schedule covering all foreign areas. Attachment 2, Replacement Of Worldwide And Nationwide Special Rate Schedules, provides a crosswalk from the existing 2008 SSR table and coverage area to the new 2009 SSR table and the area of coverage.

For the January 4, 2009, pay adjustments generated by NFC, NFC will sweep Position Management System (PMSO) records for all employees to replace an old Nationwide or Worldwide SSR table code with a new code. However, agencies must be sure to update PMSO accordingly for any pay adjustments that are generated by the agency. In addition, agencies need to make note of the new tables for normal processing on all actions effective on or after January 4, 2009.

3. Law Enforcement Officers Covered By The GL Pay Plan

Employees that were converted from GS to GL and are now using the LLEO pay table code will have actions generated by NFC. For those GL employees for whom the 2009 pay increase will remove their entitlement to an SSR supplement, NFC will still process NOA 894. However, NFC will remove PRD 6 from the employee's record, and replace the SSR Table in PMSO with LLEO which is the LEO special base rate table code.

4. Locality Pay

The locality rate of pay for GS employees may not exceed the rate payable for Level IV of the Executive Schedule (\$153,200 in 2009). As a result of the increase in locality percentages in 2009, the locality rates for GS-15/06, GS-15/07, GS-15/08, GS-15/09, and GS-15/10, in the San Jose-San Francisco area; the locality rates for GS-15/08, GS-15/09, and GS-15/10, in the Houston and New York, locality areas; the locality rates for GS-15/09, and GS-15/10, in the Boston, Chicago, Detroit, Hartford, Los Angeles, and San Diego locality areas; and the locality rates for GS-15/10, in the Denver, Miami, Minneapolis-St. Paul, Philadelphia, Sacramento, Seattle, and Washington-Baltimore

locality areas would otherwise exceed the Level IV rate. Therefore, these identified GS–15 steps in the applicable locality areas are limited to \$153,200 for 2009.

Federal Employees Pay Comparability Act of 1990 (FEPCA) (Public Law 101–509) provides for comparability payments within each locality that is determined to have a pay disparity of greater than 5 percent with non-Federal workers.

The President’s Pay Agent has determined that the 2009 locality–based comparability payments will be the same Government-wide and single-agency categories that were authorized for the 2008 locality-based comparability payments.

Changes to locality pay are outlined below:

Locality Pay Areas

The total number of pay locality areas remains at 32 areas for 2009. The boundaries for these locality areas have not changed. The percentage factor for each locality is based on the geographic location of the employee’s official duty station. The areas designated as locality pay areas for 2009, along with the corresponding percentage factor for each area, are shown in Attachment 3, Locality Pay Areas For 2009.

Note: Information about the geographic scope of each locality pay area can be found on OPM’s Web site at www.opm.gov under Salaries and Wages.

Locality payments will be paid as part of the employee’s biweekly salary and will be used in determining the calculations for retirement annuity and contributions to the Thrift Savings Plan (TSP), life insurance, overtime, and other premium pay. For most employees, the amount of locality pay will be determined by multiplying the employee’s scheduled annual rate of pay by the percentage factor for the locality pay area.

Employees Ineligible To Receive Locality–Comparability Payments

The following group of GS employees does not receive locality–based comparability payments because they are already receiving pay rates that exceed locality:

- Employees entitled to a special salary rate supplement that exceeds the locality pay for their pay area. However, as referenced in OPM’s CPM–2009–2, the SSRs for employees covered under 5 CFR 530.312.322 will also increase by 2.9 percent.

Note: 5 U.S.C. 5305(a)(1) limits the maximum special rate to the rate payable for the Level IV of the Executive Schedule (\$153,200 in 2009). As a result, some employees covered by the 0576 SSR table (applicable to certain

positions at the Department Of Commerce (DOC)–Patent and Trade Office (PTO) only) will not see the full 2.9 percent increase to their SSR supplement. Like those employees whose locality is capped, DOC-PTO employee rates paid via the SSR Table 0576 at the GS-15/07, GS-15/08, GS-15/09, and GS-15/10 levels whose SSR would otherwise exceed the Level IV rate, will be capped at the Level IV rate of \$153,200 in 2009.

- Effective May 1, 2006, employees in retained pay (i.e., employees with PRD J, K, R, U, or V) were no longer eligible for locality pay. The appropriate pay increase for these individuals must be processed in accordance with OPM guidance for employees on pay retention. As mentioned earlier, NFC will process those employees covered by PRDs J and K, but the agency must process any covered by PRDs R, U, or V.
- Effective October 14, 2008, Inspectors General are covered by the Inspector General Reform Act of 2008 and are divided into two categories (1) those covered under the IG pay plan and (2) those covered by PRD “D”. An NFC bulletin will be issued to cover the conversion to the new IG Pay Reform and the special agency handling needed for the January 4, 2009, pay raise for these individuals.

5. Life Insurance Coverage

If there is an increase in the regular life insurance coverage as a result of the pay increase, the related increase in life insurance deductions will be effective at the same time.

6. Personnel Action Processing Information

OPM does not require a separate personnel action for those employees who receive a locality payment or special rate supplement increase along with the Federal pay increase authorized under 5 U.S.C. 5303. Therefore, NFC will automatically generate one personnel action for both the Federal pay increase and locality–based comparability payment/SSR supplement increase.

In addition to the standard items required for a salary change, the personnel action must include the following data for a salary change personnel action:

- The effective date of the new rate (i.e., January 4, 2009).
- The 2009 scheduled salary rate (do not include the locality–based comparability payment. PPS will automatically increase the salary amount for employees who are entitled to receive locality pay).
- NOAC 894, QWM/ZLM, Reg 531.207, and Executive Order Number 13483 for GS employees (e.g., GS, GL, GM, etc.).

- NOAC 894, ZLM, QUB; Executive Order Number 13483, and Reg 530.303(d) for a GS/GL employee whose locality rate exceeds his/her special salary rate. The employee's PRD will be changed to "0" and the SSR pay table code will be removed from the PMSO record.

Note: For employees in the GL pay plan, the SSR Pay Table Code in PMSO will be replaced with the Law Enforcement Officer pay table of LLEO.

- NOAC 894, ZLM, Reg 534.504, and Executive Order Number 13483 for Pay Plans SL and ST.
- NOAC 894, ZLM, and the authority cited by the agency for Pay Plan AD.

Note: Agencies with special authorities must use the authority specific to their agency. For detailed instructions, refer to OPM's Guide To Processing Personnel Actions (GPPA), Chapter 17. (Please note that there were changes to the GPPA that may be applicable to this year's pay raise.)

- The authentication date is the date that the Executive Order Number for the Federal pay increase was signed (i.e., December 18, 2008).

7. NFC Printing Of SF-50B, Notification Of Personnel Action

NFC will print SF-50Bs by agency request only. Once printed, the forms will be mailed to the address provided by the requestor. SF-50Bs will be mailed "Return-Receipt Requested" to ensure receipt. NFC's Client Management staff will coordinate verification of addresses and receipt of the forms.

If reprints of SF-50Bs are requested, the agency will be charged for the printing, mailing, and labor associated with the reprinting of the forms. The reprints will be mailed "Return-Receipt Requested" as well.

8. Additional Information

Processing Personnel Actions In Pay Period 01:

The general adjustments that take effect in January 2009, must be processed before any individual pay action (i.e., WRI or promotion) that takes effect on the same date. General adjustments include across-the-board increases under 5 U.S.C. 5303 and increases in locality payments or other geographic adjustments, special rate supplements and retained rates. If multiple individual pay actions become effective on the date of the January 2009 pay adjustment, those actions must be processed in the order applicable to the employee's pay system (i.e., the simultaneous action rule for GS employees in 5 CFR 531.206).

Personnel Edit Subsystem (PINE) Edit Messages

To avoid a system-generated rollback, agencies should have ensured that all personnel actions with effective dates prior to Pay Period 01, January 4, 2009, were entered before the processing of PINE pass 1 (on or before January 9, 2009).

Any rollback action will result in the rollback of all personnel actions (agency-initiated or system-generated) that have applied in the current pay period, including the system-generated change in SCD and the Federal pay increase/locality-based comparability.

These actions are then placed in suspense (Entry, Processing, Inquiry and Correction System (EPIC) suspense), and will appear on the Listing of Personnel Error Messages with Override Code F, and with the edit message *“In Suspense Due To Rollback–Take Appropriate Action.”* The document(s) will remain in suspense until action is taken.

The system will produce Document Type 999 informational edit messages on the Listing of Personnel Edit Error Messages in Pay Period 01 to identify employees who did not receive an automatic pay raise (e.g., GM employees whose salaries are less than the minimum salary range for the step).

The first pass of PINE for Pay Period 01 was executed on January 12, 2009. The pass began prior to the beginning of business on January 12, 2009. Consult the NFC Electronic Access Bulletin Board on the NFC Mainframe for updates on the processing of the pay raise actions and system availability.

Suspense Documents

Documents that are processed by NFC for the annual pay raise will not appear under any of the agency’s normal user IDs on the EPIC/History Correction Update Processing System (HCUP) suspense reports. It is especially critical at this time of year for agencies to run reports and verify all documents in suspense and not just review those of individual human resources staff members. Failure to work an NFC-generated pay raise that falls into suspense for any reason will prevent the employee from receiving his/her January pay increase. If an agency deletes an NFC pay increase from suspense, the agency will have to generate a replacement manually.

HCUP

If a HCUP package is processed during Pay Period 01, 2009, the system-generated actions (e.g., the change in SCD and the Federal pay increase/locality-based comparability payment) will become part of the HCUP package. Special measures

should be taken to ensure that these system-generated actions are reapplied during Pay Period 01 regardless of whether the HCUP package is subsequently deleted.

9. Inquiries

This bulletin supersedes Bulletin 08–2, 2008, Federal Pay Increase And Locality–Based Comparability Payment, dated January 11, 2008. For questions about policy/regulations, contact your AGPUG or CAPPS representative. For questions about NFC processing, contact the Payroll/Personnel Call Center at **504–255–4630**.

JOHN S. WHITE, Acting Director
Government Employees Services Division

Attachments

N
F
C

B
U
L
L
E
T
I
N

Terminated Special Rate Schedules

Table	Series	GS Grade	Occupation	Location
0007	0651	5/6/7/8	Respiratory Therapist	Washington, D.C. Area
0012	XXX	2/3	Misc. Clerical	New York, Area
0046	0648	5/6/7	Therapeutic Radiologic Technologist	Portsmouth, NH
0053	0356	2/3	Data Transcriber	Holtsville, NY
0056	0662	11	Optometrist	Carlise Barracks, PA
0058	0648	5/6	Therapeutic Radiologic Technologist	San Diego, CA
0066	0085	4	Security Guard	Warminster, PA
0068	0642	4/5/6	Nuclear Medicine Technician	Washington, D.C. Area
0111	0189	3	Lifeguard	New York City, NY
0134	0660	9	Pharmacist	Fort Dix, NJ
0143	0610	5	Nurse	Fort Dix, NJ
0173	0610	5/7	Nurse	Albuquerque, NM
0180	0633	5/7/9	Physical Therapist	Washington, D.C. Area
0182	0083	3	Police	New York City, NY
0187	XXX	2/3	Misc. Clerical	Westchester, NY
0200	XXX	5/7/9	Misc. Engineer	Fort Irwin, CA
0208	0601	5/7	General Health Science	San Diego, CA
0235	0610	5/7/8	Nurse	Charleston, SC
0269	0696	5	Consumer Safety Specialist	San Diego, CA
0280	0610	9	Nurse	Fort Gordon, GA
0287	0180	11/12	Psychologist	Loretto, PA
0293	0180	11	Psychologist	Danbury, CT
0296	0180	11/12	Psychologist	Leavenworth, KS
0299	0180	11	Psychologist	Morgantown, WV
0301	0180	11	Psychologist	Phoenix, AZ
0319	0660	11	Pharmacist	Dugwat/Tooele, UT
0323	0610	5	Nurse	Cook/Lake Counties, IL
0324	0610	7/9	Nurse	Twentynine Palms, CA
0337	0193	5/7/9	Archaeologist	Misc. Counties In NJ/NY
0348	XXX	2/3	Misc. Clerical	Misc. Counties In NY (DJ/HS Only)
0360	0648	4/5/6/7/8	Therapeutic Radiologic Technologist	Washington, D.C. Area
0365	1802	4/5	Detention Enforcement Officer	Miami/Dade, FL
0370	XXX	4/5	Misc. Clerical	Fresno, CA
0375	0620	5	Practical Nurse	Port Hueneme, CA
0376	0601	9	General Health Science	Wichita Falls, TX
0397	0647	5	Diagnostic Radiologic Technician	Fort Knox, KY
0399	0647	6/8	Diagnostic Radiologic Technician	Fort Benning, GA
0417	0880	5/7/9/11	Mining Engineer	Nationwide
0420	0665	13/14	Speech Pathologist & Audiologist	Washington, D.C. Area
0430	0647	5/6/7	Diagnostic Radiologic Technician	Fort Rucker, AL
0431	0647	6	Diagnostic Radiologic Technician	Fort Stewart, GA
0438	0180	11/12	Psychologist	Talladega, AL
0440	0610	5/7	Nurse	Lexington/Richmond, KY
0443	0512	5/6/7/8	Internal Revenue Service Agent	Mendocino, CA
0444	0512	5/6/7/8	Internal Revenue Service Agent	Imperial, CA
0450	0512	5/6/7/8	Internal Revenue Service Agent	Cheshire/Coos Counties, NH
0454	0649	8	Medical Instrument Technician	Fort Jackson, SC
0463	0649	7	Medical Instrument Technician	Portsmouth, VA

0464	0660	11	Pharmacist	Allen/Vernon Counties, LA
0465	0649	8	Medical Instrument Technician	AF Academy, Ft. Carson, CO
0470	0660	11	Pharmacist	Fort McClellan, AL
0477	0644	7	Medical Technologist	Fort Jackson, SC
0484	XXX	2	Misc. Clerical	Howard County, MD
0492	0651	4/5/6/7	Respiratory Therapist	Rochester, MN
0495	0660	11	Pharmacist	Talladega, AL
0496	0660	11	Pharmacist	Lexington/Manchester, KY
0501	0610	5/7	Nurse	Aurora, CO
0502	0660	9/11	Pharmacist	Fort Worth, TX
0504	XXX	5/6/7	Misc. Clerical	Pantex, TX
0510	0180	11/12	Psychologist	Minersville, PA
0511	0610	5/7	Nurse	Lompoc/Vandenburg AFB, CA
0512	0610	9	Nurse	Fairchild AFB, WA
0520	0620	4	Practical Nurse	Lompoc/Vandenburg AFB, CA
0527	0180	11/12	Psychologist	Stafford, AZ
0537	0649	9	Medical Instrument Technician	Biloxi, MS
0539	0633	9/11	Physical Therapist	Rochester, MN
999A	XXX	5/7/9/11/12	Information Technology (Selected Occupations)	Outside The 48 Contiguous States*

Replacement Of Worldwide And Nationwide Special Rate Schedules

Old/New	Table Number	Location	Occupation
Old	0224	Nationwide	Chemist
New	0224	48 Contiguous States (Location Change Only)	
Old	0290	Worldwide	Medical Officer
New	0290	48 Contiguous States (Location Change Only)	
	290A	Alaska	
	290H	Hawaii	
	290P	Puerto Rico	
	290F	Foreign Areas	
Old	0305	Worldwide	Industrial Hygienist
New	0305	48 Contiguous States (Location Change Only)	
	305A	Alaska	
	305G	Guam	
	305H	Hawaii	
	305P	Puerto Rico	
	305F	Foreign Areas	
Old	0316	Nationwide	Physician's Assistant
New	0316	48 Contiguous States (Location Change Only)	
	316A	Alaska	
	316H	Hawaii	
	316P	Puerto Rico	
Old	0372	Nationwide	Medical Technologist (Indian Health Service (IHS) Only)
Old	0414	Worldwide	Engineer (Selected Occupations)
New	0414	48 Contiguous States (Location Change Only)	
	414A	Alaska	
	414G	Guam	
	414H	Hawaii	
	414N	Northern Mariana Islands	
	414P	Puerto Rico	
	414F	Foreign Areas	
Old	0415	Nationwide	Petroleum Engineer
New	0415	48 Contiguous States (Location Change Only)	
	415A	Alaska	
Old	0422	Worldwide	Engineer (Selected Occupations)

New	0422	48 Contiguous States (Location Change Only)	
	422A	Alaska	
	422G	Guam	
	422H	Hawaii	
	422P	Puerto Rico	
	422S	American Samoa	
	422F	Foreign Areas	
New	0487	48 Contiguous States (Location Change Only)	
	487A	Alaska	
Old	0499	Worldwide	Medical Officer (Other)
New	0499	48 Contiguous States (Location Change Only)	
	499A	Alaska	
	499H	Hawaii	
	499P	Puerto Rico	
	499F	Foreign Areas	
Old	0524	Worldwide	Medical Officer (Research)
New	0524	48 Contiguous States (Location Change Only)	
	524F	Foreign Areas	
Old	0576	Nationwide	Patent Professionals (Select Occupations)
New	0576	48 Contiguous States (Location Change Only)	
Old	0589	Nationwide	Metallurgist
New	0589	48 Contiguous States (Location Change Only)	
Old	999A	Worldwide	Information Technology (Select Occupations)
New	99AA	Alaska	Information Technology (Select Occupations)
	99AG	Guam	Information Technology (Select Occupations)
	99AH	Hawaii	Information Technology (Select Occupations)
	99AP	Puerto Rico	Information Technology (Select Occupations)
	99AV	U.S. Virgin Islands	Information Technology (Select Occupations)
	99AF	Foreign Areas	Information Technology (Select Occupations)

Locality Pay Areas For 2009

Locality Pay Area (1)	New Locality Rate (2)	Total Increase Over 2008 Pay
Atlanta–Sandy Springs–Gainesville, GA–AL	18.55%	4.00%
Boston–Worcester–Manchester, MA–NH–RI–ME	23.98%	4.13%
Buffalo–Niagara–Cattaraugus, NY	16.39%	3.81%
Chicago–Naperville–Michigan City, IL–IN–WI	24.47%	3.99%
Cincinnati–Middletown–Wilmington, OH–KY–IN	18.28%	3.35%
Cleveland–Akron–Elyria, OH	18.16%	3.82%
Columbus–Marion–Chillicothe, OH	16.62%	3.63%
Dallas–Fort Worth, TX	19.95%	3.95%
Dayton–Springfield–Greenville, OH CSA	15.90%	3.47%
Denver–Aurora–Boulder, CO	22.03%	3.75%
Detroit–Warren–Flint, MI	23.56%	3.76%
Hartford–West Hartford–Willimantic, CT–MA	25.08%	3.82%
Houston–Baytown–Huntsville, TX	28.28%	3.62%
Huntsville–Decatur, AL	15.46%	4.01%
Indianapolis–Anderson–Columbus, IN	14.23%	3.55%
Los Angeles–Long Beach–Riverside, CA	26.51%	3.93%
Miami–Fort Lauderdale–Pompano Beach, FL	20.21%	3.85%
Milwaukee–Racine–Waukesha, WI	17.65%	3.71%
Minneapolis–St. Paul–St. Cloud, MN–WI	20.36%	3.70%
New York–Newark–Bridgeport, NY–NJ–CT–PA	27.96%	4.20%
Philadelphia–Camden–Vineland, PA–NJ–DE–MD	21.25%	3.85%
Phoenix–Mesa–Scottsdale, AZ	16.08%	4.10%
Pittsburgh–New Castle, PA	15.86%	3.73%
Portland–Vancouver–Beaverton, OR–WA	19.71%	3.76%
Raleigh–Durham–Cary, NC	17.38%	3.39%
Richmond, VA	16.10%	3.52%
Sacramento–Arden–Arcade–Truckee, CA–NV	21.53%	4.00%
San Diego–Carlsbad–San Marcos, CA	23.44%	4.11%
San Jose–San Francisco–Oakland, CA	34.35%	4.31%
Seattle–Tacoma–Olympia, WA	21.06%	4.03%
Washington–Baltimore–Northern Virginia, DC–MD–VA–WV–PA	23.10%	4.78%
Rest of U.S.	13.86%	3.52%